

# County of San Diego Probation Department

## 2013-2018 Strategic Plan Summary

**Vision:** Enhancing the quality of life for San Diego County residents by creating safer communities.

**Mission:** Protect community safety, reduce crime and assist victims, through offender accountability and rehabilitation.

**Guiding Principles:** Integrity, Stewardship and Commitment.

- ❖ Public safety is our priority
- ❖ Maintain fiscal stability
- ❖ Act with integrity
- ❖ Continually challenge ourselves to enhance our knowledge and expertise
- ❖ Conduct business with transparency and accountability
- ❖ Promote a culture that values diversity, fairness and equity
- ❖ Employ evidence-based practices

### Strategic Initiatives

#### Safe Communities

*Provide effective probation supervision and services to prevent crime and make neighborhoods safe for residents to live, work and play*

##### Objectives:

- ❖ Increase public safety through holding offenders accountable
- ❖ Link offenders to evidence based rehabilitative services to reduce recidivism
- ❖ Partner with local, state and federal law enforcement agencies to monitor high risk offenders
- ❖ Assist victims and protect their rights through education and restitution collection

#### Sustainable Environments

*Support environments that foster viable, livable communities while bolstering economic growth*

##### Objectives:

- ❖ Reduce environmental risk through the increased use of mobile technology and information services
- ❖ Provide rehabilitative services to offenders to help them become contributing members of their community
- ❖ Increase community engagement through development of probation community advisory boards

#### Healthy Families

*Provide a continuum of services to youth and adults*

##### Objectives:

- ❖ Develop trauma informed coordinated services that provide individuals with appropriate interventions and resources
- ❖ Reduce reliance on incarceration by developing and utilizing community-based alternative sentencing options
- ❖ Assist families in achieving and maintaining self-sufficiency through offender assessment and effective case planning

### Required Disciplines for Excellence

- ❖ Customer Satisfaction
- ❖ Regional Leadership
- ❖ Continuous Improvement and Innovation
- ❖ Fiscal Stability
- ❖ Skilled, Adaptable and Diverse Workforce
- ❖ Information Services
- ❖ Essential Infrastructure
- ❖ Accountability, Transparency and Ethical Conduct